

REPORT TO THE LEGISLATURE
Pursuant to P.A. 107 of 2017
Article V, Section 304
Staff Savings Initiative Program

Section 304. The department shall maintain a staff savings initiative program in conjunction with the EPIC program for employees to submit suggestions for efficiencies for the department. The department shall consider each suggestion in a timely manner. By March 1, the department shall report to the senate and house appropriations subcommittees on corrections, the legislative corrections ombudsman, the senate and house fiscal agencies, and the state budget office on process improvements that were implemented based on suggestions that were recommended for implementation from the staff savings initiative and EPIC programs.

NAME OF TEAM	DATE ESTABLISHED	PURPOSE	RESULTS
Maintenance/Physical Plant	October 2016	<p>The objectives of this team were:</p> <ol style="list-style-type: none"> 1. Standardization <ol style="list-style-type: none"> a) Evaluate how maintenance FTE's are allocated at each facility (statewide) b) Evaluate how maintenance FTE's are allocated for regional maintenance (north & south) c) Evaluate how Power Plant FTE's are allocated (statewide) 2. Efficiency <ol style="list-style-type: none"> a) Space consolidation <ol style="list-style-type: none"> i. Cost savings for less operational space <ol style="list-style-type: none"> 1. Staffing 2. Maintenances 3. Utilities ii. Less liability/Safety b) Equipment use/sharing 	<p>Note: Team is still in progress;</p> <ul style="list-style-type: none"> • 239 buildings were identified for demolition equating to 2,819,393 square feet of reduced footprint. • 68 of these buildings no longer need to be heated or maintained. • Cost avoidance from less grounds maintenance Department wide. • The MDOC reduced liability by restricting all non-essential access to demo buildings. • The MDOC has increased safety to staff and the public with eliminating unnecessary buildings that are a hazard. • A maintenance equipment purchase process was established where equipment sharing and utilization of current assets will be implemented first.
Training and Recruitment Lean Process Improvement Team	April 2017	<p>Map out the current structure of Training and Recruitment and redesign a structure that would be more effective and efficient going forward.</p> <ul style="list-style-type: none"> • Find efficiencies/streamline the process • Review existing policies – ensure efficiencies • Analyze effective vs efficient training (in class vs online) • Review structure of training division • Improve recruitment process – user friendly for 	<p>Note: Team is still in progress;</p> <ul style="list-style-type: none"> • Training and Recruitment are being reorganized under one umbrella, and a new organizational chart has been developed. • Three leadership positions have been established and filled, and are in the process of filling support positions for each of those sections. • Are evaluating a Learning Management

		<p>process for applicants that gets quality staff in a timely fashion. Find ways to attract and retain the right talent</p> <ul style="list-style-type: none"> • Identify ways to overcome geographical challenges in recruitment and the delivery training • Identify ways to develop MDOC training that is focused on staff and offender success, is mission driven, and incorporates best practices to ensure the creation of a professional workforce that is ready for virtually any situation • Review and redesign the re-certification process, ensure proper parameters are in place, and that is well defined • Review the Corrections Officers Training Council's purpose/charter and determine if the council is still needed, or how their role positively supports MDOC training • Updated graduation ceremony for Corrections Officers 	<p>Systems that will improve training, development and delivery.</p> <ul style="list-style-type: none"> • Are evaluating dedicated facility space in the Northern and the Southern part of the state to hold Correction Officer academies. • Are reviewing options to offer competitive pay for hard to fill Health Care positions. • Have established multiple interview locations throughout the state to make it more convenient for applicants. • Are conducting a comprehensive review of curriculum to determine what delivery method is most effective and cost efficient (classroom vs. computer based training) based on program, module and audience. • Have reestablished leadership training for identified staff. • Improvements have been made to the Corrections Officer Graduation Ceremony to make it more recruit/family oriented. • Will be launching a recruitment/advertising campaign to attract more applicants. • Will be investing in technology to assist recruitment staff (cell phones, laptops, etc), including applicant tracking software. • Will be conducting TB tests at the Academy to expedite the on-boarding process for new departmental employees.
FOA Probation Sentencing Specialist (PSS) Pilot	August 2016	To establish a pilot and create a Probation Sentencing Specialist (PSS) who would examine all Presentence Investigation Report (PSI) that were written on defendants that fell into the Straddle Cell category on Sentencing Guidelines. The PSS would review the PSI after completion by the agent and review of the supervisor. If probation is a possible disposition for the offender, the PSS would determine if a community	In August 2016, a PSS Pilot was implemented in Regions 4b and 9 due to their high collective PCR of 46.3%. After the first eight months of operation the combined average PCR for these Regions had been reduced to 37.9%. As a result of the success of the pilot, FOA established four Probation Sentencing Specialist positions that fully begin their duties in June of

		<p>sanction could address their criminogenic needs and reduce their risk to reoffend. The PSS would work closely with the Office of Community Corrections to determine if local programming is available, and if the resource does not exist, recommend placement for programming where the resource is available. If the appropriate programming is not available, the PSS is expected to notify the FOA Deputy Director and the Reentry Administrator, who oversees OCC, of the need to develop programming that will support the therapeutic needs of the probationers in a particular county.</p>	<p>2017. Data for CY 2017 reflect that the PRC for the two original Pilot Regions had been reduced to 34.1% and the overall Straddle Cell PCR had been reduced from 30.4% (2016 baseline) to 27.4%.</p> <p>Because of the success, the pilot was rolled out of to all of the counties by early September.</p> <p>In 2017, The Probation Sentencing Specialists reviewed a total of 4,062 straddle cell pre-sentence investigation reports statewide with recorded sentencing outcomes. Of those, 1,114 went to prison for an overall PCR 27.4% – the PCR for straddle cell offenders in 2016 was 30.4%.</p> <p>In 2017, there were 188 straddle cell cases where the original prison recommendation was changed by the Specialists to a community-based recommendation and the Judge concurred with 69 (36.7%) of these recommendations – sentencing the offenders to a community-based sentence.</p>
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